

**St. Bartholomew's C of E Primary School
Sydenham**



Anti-Bullying Policy

Aims

St Bartholomew's Primary School aims to combat and challenge bullying behaviour in all its forms and to encourage co-operative behaviour at all times. We aim for all staff employed at the school to recognise and respond to bullying behaviour whenever encountered. We show zero tolerance of any form of bullying, whenever identified. Co-operation and care for others is fostered; and the school aims to provide a happy and caring environment in which all pupils and staff can thrive.

What Is Bullying?

The staff, pupils, parents and governors of St Bartholomew's accept the definition of bullying as:

- The deliberate and repeated use of aggression (verbal, physical or cyber) with the intention of hurting another person.

The definition of bullying is communicated to pupils as:

- Hurtful behaviour we must stop.

Bullying hurts and results in pain and distress to the victim. Bullying can be emotional, physical, racist, sexual, homophobic, verbal or cyber (all areas of internet, such as email, social networks and internet chat room misuse, mobile threats by text messaging & calls and misuse of associated technology, i.e. camera & video facilities).

At St Bartholomew's we have supportive systems in place to help pupils who are bullied and pupils whose behaviour is described as bullying. Both sets of pupils need to learn different ways of behaving.

When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We encourage pupils to tell. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

This policy describes our interpretation of bullying behaviour and sets out the expectations we have of our pupils and the methods we employ to modify behaviour if it is considered to be bullying. Our aim is to always reward positive behaviour and to show zero tolerance of bullying as defined below. We stress however that in each case of bullying:

Bullying is Not...

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

The Effects of Bullying

Staff are aware that if it is left unchallenged, other pupils can learn that bullying is a quick and effective way of getting what they want. Bullying can pervade the relationships of children and become accepted as normal; this is not allowed to happen at St Bartholomew's Primary School.

Staff carefully monitor the symptoms of bullying outlined below. If they think the behaviour is related in any way to bullying they refer the issue to a member of the SLT.

Bullying can affect pupils in a number of ways:

- When pupils are bullied their lives are made miserable;
- They may suffer injury, they may be unhappy about coming to school;
- They may complain that their possessions are being stolen;
- Over time they may lose self-confidence and self-esteem, they may blame themselves for inviting bullying behaviour;
- Bullying can affect the pupil's concentration and learning and
- Some pupils experience stress-related illness; stomach-aches, headaches, nightmares or anxiety attacks.

Bullying is dealt with as part of our PHSE programme. Children are given guidance about how to be assertive and are encouraged to tell the other children when they do not like their actions.

What We Do to Support Children

We have put in place the following:

- Playground buddies/leaders;
- Circle of friends;
- Pastoral team – which includes our Learning mentors and our Family Support Worker;
- A Reflection Room;
- Friendship Fridays;
- Circle time and
- School Council.

How We Respond to Children

We encourage the children to use some of the following strategies – this is not an exhaustive list:

- Speaking up;
- Saying “Stop”;
- Using a “Worries” box in each class;
- Using restorative approaches to solving problems and
- Talking everything through with a member of staff of their choice.

Parental Involvement

St Bartholomew's is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. We recognize the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as a victim or a perpetrator.

If a child is involved in an incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as victim or perpetrator) parents will be informed and invited to become involved in the management of the problem and the prevention of further incidents.

Monitoring and Evaluation

Each incident of bullying falling within the school definition will be recorded in the centrally held Bullying Incident Record and an annual report will be made to the Governing Body.

School leaders will review and evaluate the effectiveness of this policy annually.